


**TENTATIVE AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
HARTFORD POLICE UNION
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

The City of Hartford and the Hartford Police Union tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2016 through June 30, 2022 subject to the ratification of the Hartford Police Union and approval by the City of Hartford Court of Common Council. The July 1, 2010 through June 30, 2016 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

*This Tentative Agreement represents concepts and not necessarily final contract language.
Actual contract language will be drafted if the Tentative Agreement is ratified by the Hartford
Police Union and approved by the Court of Common Council.*

CITY OF HARTFORD



LUKE BRONIN, MAYOR

Nov. 27, 2017

DATE

HARTFORD POLICE UNION



JOHN SZEWCZYK, PRESIDENT

Nov. 27, 2017

DATE

TENTATIVE AGREEMENT
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF HARTFORD
AND
HARTFORD POLICE UNION

1. Duration:

6 years (July 1, 2016 – June 30, 2022)

2. Wages:

a. GWIs:

FY 2016-17 – 0% GWI
FY 2017-18 – 0% GWI
FY 2018-19 – 0 % GWI
FY 2019-20 – 0 % GWI
FY 2020-21 – 2% GWI
FY 2021-22 – 2% GWI

b. New Hires (throughout this TA, “New Hires” shall refer to those hired on or after the approval date of this agreement): Wage increase to initial steps for Police Officers (eliminate current “Recruit” step; current “Base” step will become the rate of recruit pay and current “Step 1” will now be Base, etc.)

c. Reduce education pay for New Hires, accordingly:

- i. 2% Associate
- ii. 3% for BA
- iii. 5% for Masters

3. Healthcare

a. Plan Design

- i. HDHP plan design with HSA with standard benefits only, as detailed more fully below, to take effect July 1, 2018

Component	In Network	Out of Network
Deductible	\$2,000/\$4,000	\$4,000/\$8,000
Co-Insurance	90%	70%
OOP Max	\$3,000 / \$6,000	Federal OOP Max
RX (deductible)	\$5/\$20/\$40 2x mail order Mandatory Mail Order Under State Maintenance Drug Network	\$5/\$20/\$40 2x mail order Mandatory Mail Order Under State Maintenance Drug Network
Formulary	If City moves to standard CVS formulary, Police agrees to it without challenge.	
HSA Funding*	50%	50% of In-Network Deductible

*Funding of employer HSA contribution in Fiscal Year 2018-19 will be 50% in July 2018, 25% in January 2019 and 25% in April 2019. Thereafter, the employer HSA contribution will be paid on a quarterly basis.

ii. PPO true buy-up option for current members only

- 1. Employee contribution will make up the difference between the cost to the City of the HDHP (including employer contribution to the HSA) and the PPO, as may change in each plan year, except as follows:
 - a. For the plan year beginning July 1, 2018, the buy-up differential only will be capped at 120% of the monthly differential rates that were provided to HPU on 10/26/2017 and are based off 2016-2017 experience. There will be no cap on the employee cost share contribution, however, which is paid in addition to the differential.

- b. For the plan year beginning July 1, 2019, the buy-up differential will be capped at 125% of that in effect for the 2018-2019 plan year. Again, no cap on the employee cost share contribution.
 - c. To be clear, there will be no cap on the buy-up differential or cost share contribution for the plan year beginning July 1, 2020, or any year thereafter.
 - 2. The experience of those who elect the PPO will be rated separately from those who remain in the HDHP
 - 3. Option to buy-up sunsets on June 30, 2022
 - 4. To be clear, there will no longer be a “Blue Care Plan” or equivalent option
- b. Employee Contribution for all Union members:
 - i. Elimination of the cap upon approval
 - ii. Medical –

FY 2017-18:	16% of PPO, effective upon approval
July 1, 2018:	18% of HDHP, including employer contribution to HSA
July 1, 2019:	19% of HDHP, including employer contribution to HSA
July 1, 2020:	20% of HDHP, including employer contribution to HSA
July 1, 2021:	20% of HDHP, including employer contribution to HSA
 - iii. Dental – Same employee contribution % as Medical, effective upon approval
- 4. Healthy Hartford Program. The City will implement the Healthy Hartford Program which will be modeled after the State Plan. Employees and eligible dependents shall have until June 30, 2020 to become compliant with all age appropriate health and dental assessments and screenings. Effective July 1, 2020, non-compliance will result in an additional one hundred (\$100.00) per month supplemental charge until the month following compliance.
- 5. Retiree Health Insurance
 - a. New Hires: Self-funded stipend, with ability to opt-out at time of hire only
- 6. Sick Leave Accrual
 - a. Current employees: maximum accrual at 120 days (if currently over, a member can keep additional days but cannot accrue additional) and payout, at retirement only, is 50% up to a maximum of 60 days.
 - b. New Hires: maximum accrual is 80 days and no payout
- 7. Run-Out
 - a. Run-out is eliminated in its entirety for New Hires
 - b. Current members: ability to run-out accrued time at retirement only is limited to six months, and employees do not earn additional accrued time (i.e., no vacation, sick, holidays, perfect attendance days) while they are on run-out
- 8. Pension
 - a. Current employees:
 - i. Contribution on all wages for all groups: Additional 3% contribution for all employees, effective the first pay period after Council approval.
 - b. New Hires—Sworn:
 - i. 2% multiplier
 - ii. Max Benefit: 70% of base
 - iii. Normal retirement: After 25 years of service and age 55
 - iv. Contribution: 11%

- c. New Hires—Nonsworn:
 - i. Vest at 10 years
 - ii. 1.5% multiplier
 - iii. FAP: Highest 3/5 on base only
 - iv. 70% Max
 - v. Normal Retirement at 25 YOS and age 62
 - vi. Early Retirement at 15 YOS and age 55, with a 6% per year penalty
 - vii. No sick leave exchange
 - viii. Contribution: 11%

9. Normal Retirement Age (Sworn personnel):

- a. Post-2012 employees: one-time option to lower age of retirement to 53 with additional 1% increase in contribution effective upon the approval of this agreement OR lower age of retirement to 51 with an additional 2.5% increase in contribution. Such election shall be irrevocable.
- b. New Hires: City has the ability, at its sole discretion, to offer new hires the one-time option to elect a lower age of retirement with an additional pension contribution (age and additional contribution to be determined by the City) without bargaining. If offered and elected, such election shall be irrevocable.

10. Out-of-Pocket Settlement Contributions

- a. Repayment of \$12,500 to the two current employees who paid out-of-pocket, with no precedential value
- b. Union to withdraw direct-dealing/indemnification MPP

11. Other

- Increase in number of training days to 8 upon approval
- City's detention/matron proposal
- UCONN Police may be cross-sworn, City-wide. Private jobs outside of the scope of UCONN's statutory authority will be covered by HPD.
- Body Cameras (without waiving City's previously stated position that requiring body cameras is already within management rights)
 - Body cameras may be implemented at the discretion of the Chief
 - When body cameras are implemented, HPD will follow all model POST standards and policies related to body cameras
 - Any random monitoring of body camera footage will not be used to initiate discipline
- TA of 12/5/2016: All provisions of this TA will be incorporated into the successor agreement except for that regarding "Exchange Days," which shall be eliminated in its entirety